NOVA SCOTIA HUMAN RIGHTS COMMISSION

Annual Accountability Report
For the Fiscal Year 2015-2016

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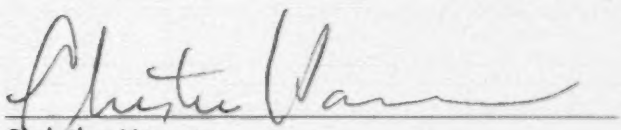
Accountability Statement

The Accountability Report of the Nova Scotia Human Rights Commission (Commission) for the year ended March 31, 2016 is prepared pursuant to the *Finance Act* and government policies and guidelines. These authorities require the reporting of outcomes against the Commission's Statement of Mandate for the fiscal year just ended. The reporting of the Commission's outcomes necessarily includes estimates, judgments and opinions by the Commission management.

I acknowledge that this Accountability Report is the responsibility of Commission management. The report is, to the extent possible, a complete and accurate representation of outcomes relative to the goals and priorities set out in the Commission's 2015-2016 Statement of Mandate.



Christine Hanson
Director and CEO Nova Scotia Human Rights Commission

Message from the Director and CEO

I am pleased to present the Accountability Report of the Commission for fiscal year 2015-2016. This report provides a summary of the Commission's accomplishments in fulfilling its commitments under the 2015-2016 Statement of Mandate.

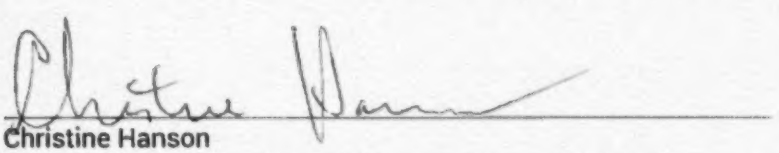
The Commission maintains a commitment to service excellence and the application of best practices in the protection and promotion of human rights in Nova Scotia. The Commission has adopted restorative approaches to dispute resolution which has resulted in the elimination of a back log of complaints. This has allowed the Commission to devote more resources to education and promotion efforts.

The Commission's activities are highlighted in this report. The 2015-2016 fiscal year has been a year of transition for the Commission, including internal restructuring and the hiring of a new Director and CEO. As a result, the three year strategic goals defined in 2012 were extended for an extra year. Many of the goals outlined in the 2012-2015 Strategic Plan were implemented during the 2015-2016 fiscal year, including:

- The Commission continued work on the Community Conversations and Consumer Equity programs commenced in 2013-2014. Community Conversations program was officially launched in the Preston area on February 9, 2016, with a report back to the community scheduled for early in the next fiscal year.
- Commission staff re-engaged with partners and external stakeholders and communities to increase awareness and knowledge about restorative approaches and practices.
- The Commission continues to build upon partnerships with the business community, including sector associations, chambers of commerce and other stakeholders. This is expected to advance work in consumer equity by supporting businesses to become educated and prevent issues of consumer racial profiling.
- The Commission continues to operate in a fiscally sustainable manner.

Stakeholder engagement, collaboration and capacity building among partners and staff continue to improve the Commission's ability to address existing and emerging human rights issues.

My sincere thanks go to the staff, management and Commissioners for their commitment and hard work to ensure the best possible service to the public throughout this period.



Christine Hanson
Director and CEO Nova Scotia Human Rights Commission

Financial Results

Nova Scotia Human Rights Commission		
	2015-2016 Estimate ($ thousands)	2015-2016 Actual ($ thousands)
Gross Program Expense	2,532	2,526
Salaries & Employee Benefits	2,089	1,902
Funded Staff (FTEs)	24.5	20.03

Measuring Our Performance

1. Identify, Address and Operationalize Priority Human Rights Issues

Outcome	Measure	Strategic Actions Taken to Achieve Target
The organization's activities are aligned with its strategic prioritization of human rights issues	Commission Business plan is being implemented	• Annual Statement of Mandate was submitted to Government • Bi-monthly progress reports were provided to Commissioners identifying current priority human rights issues and implementation timelines
	Projects are currently underway to implement key human rights initiatives	• Community Conversations project was launched • Planning sessions held with expert assistance and community input • Consumer Equity education materials were developed • New website was developed • Training Workshops were offered in regions throughout the province
	Status update with respect to each priority identified	• CEO report was provided to Commissioners at bi-monthly meetings concerning the status of Commission priorities

2. Fully Integrate Restorative Approaches into the Commission's Work

Outcome	Measure	Strategic Actions Taken to Achieve Target
The Commission's stakeholders understand the restorative approaches inherent in its work	Communication Plan prepared identifying and building on prior communications initiatives	• Communication plan continues to be implemented and communicated to staff and Commissioners • Press releases were included as part of some settlement agreements
	Status update with respect to each communications initiative	• Communications Advisor worked with Senior Management team to engage staff and Commissioners in each communications initiative • New website contains comprehensive information regarding the restorative approach to dispute resolution • Information about restorative approaches are included within education training, workshops and materials
The organization's activities fully incorporate restorative approaches where appropriate	All three business units demonstrate application of restorative processes	• Newly appointed Commissioners participated in Commissioner Orientation Workshop • Commission staff have been provided with training on the restorative approach • Commission staff developed an education workshop for presentation at an international conference on restorative justice

3. Advance Dialogue and Human Rights Practices

Outcome	Measure	Strategic Actions Taken to Achieve Target
The Commission is at the cutting edge of best practices for human rights	Innovate new human rights protection and promotion practices	• Shared innovative, emerging and best practices with stakeholders at meetings, workshops, and conferences • Collaborated with academics and international, national and local organizations and governments to research restorative approaches in human rights and governance • Proposal for amendments to NS *Human Rights Act* respecting restorative processes was deferred until fiscal year 2016-17 to coordinate with the Commission's 50th Anniversary year • Evaluation of restorative approaches was deferred to fiscal year 2016-17
The Commission is a national role model in human rights practices	Outcomes of the Commission's activities are shared with other agencies	• Participated in CASHRA's 2015 Annual Conference/AGM in June and Mid-year Meeting in November • Worked with other human rights agencies, governmental agencies, NGOs and academics to enhance human rights dialogue • Commission continues to engage on human rights issues, including in dialogue with municipal and provincial leaders and senior government staff • Commission staff actively participated in CASHRA working groups to advance progress on domestic and international human rights priorities

Appendix A

Annual Report under Section 18 of the Public Interest Disclosure of Wrongdoing Act

The Public Interest Disclosure of Wrongdoing Act was proclaimed into law on December 20, 2011.

The Act provides for government employees to be able to come forward if they reasonably believe that a wrongdoing has been committed or is about to be committed and they are acting in good faith.

The Act also protects employees who do disclose from reprisals, by enabling them to lay a complaint of reprisal with the Labor Board.

A Wrongdoing for the purposes of the Act is:

a) a contravention of provincial or federal laws or regulations
b) a misuse or gross mismanagement of public funds or assets
c) an act or omission that creates an imminent risk of a substantial and specific danger to the life, health or safety of persons or the environment, or
d) directing or counselling someone to commit a wrongdoing

Please use the following format to satisfy the disclosure obligation:

The following is a summary of disclosures received by the Nova Scotia Human Rights Commission

Information Required under Section18 of the Act	Fiscal Year 2015-2016
The number of disclosures received	
The number of findings of wrongdoing	
Details of each wrongdoing (insert separate row for each wrongdoing)	
Recommendations and actions taken on each wrongdoing (insert separate row for each wrongdoing)	